



United States Department of the Interior

Bureau of Land Management

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Information Bulletin No. ES-2004-08

To: All BLM-Eastern States Employees

From: State Director, Eastern States

Subject: Bureau of Land Management - Eastern States (BLM-ES) Leadership Philosophy & Expectations

Background: This Information Bulletin (IB) updates IB No. ES-2003-06 dated January 17, 2003. Over the last several years, leaders and employees of BLM-ES have worked to identify the major program areas of the organization, which is showcased in the BLM-ES Futuring document. The Futuring document lays out seven different areas where BLM-ES is enhancing and adding value to the work of the BLM in the East. In conjunction with the Futuring document, the ES Leadership Team and employees have developed the Strategic Action Plan – both documents clearly articulate our direction for the next 5 to 10 years.

We are very excited to undertake the actions to realize the future of the BLM-ES. This fiscal year, the Strategic Action Plan will be implemented. Our next step, realizing that this will be very challenging, is to create a budget tied to seven major program areas. This budget has been designed to fund the body of work associated with each of our seven program areas. We are currently developing a target Table of Organization (TO) to shift resources where the work is. This TO, along with the Strategic Action Plan and the Futuring document, will help us build a viable, competitive BLM-ES that adds value to the national BLM organization and the American public we serve. The fully staffed Strategic Action Plan will help us garner the resources we need to continue our excellent work.

Of course, a clearly defined mission and vision will always be critical to the success of BLM-ES. Another important part of our success is to clearly state a leadership philosophy so that all BLM-ES employees know what to expect from leaders and from each other. Throughout our work as a leadership team, we continue to adhere to the principles as laid out below. Discussions among the BLM-ES Expanded Leadership Team, coupled with feedback from employees through employee surveys and workload analyses, resulted in the following leadership philosophy.

- BLM-ES will be managed in a holistic manner rather than as separate organizational entities.
- We will strive for more communication among all levels of the organization.
- We will adhere to the leadership chain-of-command.

- We will always assume the best about our employees.
- We will create and maintain an environment that encourages and rewards employees' empowerment.

The BLM-ES Leadership Team needs the cooperation of all employees if this philosophy is to produce a positive working environment in BLM-ES. We can be successful only if we work as partners in meeting our mission, be proud of the position we hold, and be committed to making a difference! To this end, leaders and staff:

1. Will adhere to time and attendance requirements and strive to give a full and honest day's work for a full day's pay.
2. Will each assume principal responsibility for our own career; leaders will help employees achieve career objectives where possible but cannot resolve all employee career issues and desires.
3. Agree to abide by BLM and ES policies and procedures and raise issues and concerns regarding these policies through official channels.
4. Agree to conduct ourselves professionally, and with common courtesy toward each other; disagreements will be resolved calmly, professionally, and with mutual respect.

Implementation: This philosophy is in effect immediately.

Signed by:
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State Director

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